Financial Management Service Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Data as of March 30, 2004 - End of Second Quarter Fiscal Year 2004

Note: 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

COMPLAINT ACTIVITY	FY2004 END OF	DDEW OUR FLOOR VEAD								
	2ND QTR	2003	2002	2001	2000	1999				
Number of Complaints Filed in										
FY 1614.704(a)	8	15	16	8	18	25				
Number of Complainants										
1614.704(b)	N/A	N/A	N/A	N/A	N/A	N/A				
Repeat Filers 1614.704(c)										
	N/A	N/A	N/A	N/A	N/A	N/A				

29 CFR §1614.704(d)	29 CFR §1614.705 COMPARATIVE DATA										
COMPLAINTS BY BASIS	FY2004 END OF	PREVIOUS FISCAL YEAR										
	2ND QTR	2003	2002	2001	2000	1999						
Race	4	8	19	3	14	17						
Color	0	0	0	0	0	0						
Religion	0	0	0	1	0	5						
National Origin	0	3	1	0	2	9						
Sex (including complaints												
filed under Equal Pay Act)	7	21	20	3	12	17						
Disability	4	1	10	7	8	13						
Age	5	9	13	2	10	13						
Reprisal	8	23	6	4	16	16						
Non-EEO	0	0 0 0 0										
Note: Data not collected by Co	olor - Color	include	d in ha	sis "Rac	.Б.,							

Note: Data not collected by Color - Color included in basis "Race"

29 CFR §1614.704(e)	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS BY ISSUE	FY2004 END OF	PI	AR							
COMPLAINTS DT 1330L	2ND QTR	2003	2002	2001	2000	1999				
Appointment/Hire	0	0	0	0	0	3				
Assignment of Duties	3	11	14	2	3	5				
Awards	0	0	0	0	1	0				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action		•	•	•	•					
Demotion	0	0	0	0	0	0				
Reprimand	0	3	0	0	0	0				

	_ 1	_				
Suspension	0	2	0	0	0	4
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	2	0	0	0	0
Evaluation Appraisal	7	13	9	1	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	5	5	4	10	5
Sexual	0	1	2	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	10	13	1	22	27
Reassignment						
Denied	0	0	0	0	0	4
Directed	0	6	4	2	0	2
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	4	0	5	0	0	0
Termination	0	1	4	2	0	12
Terms/Conditions of						
Employment	7	6	10	8	15	12
Time and Attendance	0	4	1	0	3	1
Training	0	1	2	0	2	3
Other	0	0	0	0	0	0

29 CFR §1614.704(f)		
Processing Time "post the average length of time it takes to complete each step of the process for every complaint that is	2004 END O	F 2ND QTR
pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	5	132.42
All complaints pending in Final Agency Action	0	0.00
All complaints pending in which Hearing was not		
requested	0	0.00
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A
All complaints pending in which a Hearing was		
requested	4	474.75
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(29 CFR §1614.705 COMPARATIVE DATA							
27 01 13 10 14.704(PREVIOUS FISCAL YEAR							
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 2ND QTR	2003	2002	2001	2000	1999		

Total Complaints Dismissed						
by Agency	0	4	3	4	4	7
Average days pending prior						
to dismissal	0.00	43.50	61.33	285.25	80.50	108.86

29 CFR §1614.704(h)				29 CFR §1614.705 COMPARATIVE DATA									
TOTAL AGENCY ACTIONS	2004		PREVIOUS FISCAL YEAR										
INVOLVING	2ND Q	ΓR	20	003	20	002	2001		2000		19	99	
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(h)(1)	0	0	0	0	0	0	1	100	0	0	0	0	
Without Hearing 704(h)(2)	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing 704(h)(3)	0	0	0	0	0	0	1	100	0	0	0	0	

29 CFR §1614.704	4(i)			29 CFR	§161	4. 7 05 C	OMP	'ARA	ΓIVE	DAT	A	
FINDINGS OF	2004				PREV	IOUS F	ISCA	AL YE	AR			
DISCRIMINATION	2ND QT	R	20	2003 2002		002	20	01	2000		19	99
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(i)(1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A	N/A		N/A			N/A		
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (include Equal Pay												
Act)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number Findings Rendered												
Without Hearing 704(i)(2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (include Equal Pay												
Act)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Age	N/A	N/A	N/A	N/A	N/A		N/A			N/A		
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number Findings Rendered												
After Hearing 704(i)(3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (include Equal Pay												
Act)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

| Disability | N/A |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Age | N/A |
| Reprisal | N/A |

29 CFR §1614.70	04(j)		29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF DISCRIMINATION	2004 END 0				PREV	IOUS F	ISCA	AL YE	AR			
RENDERED BY ISSUE	2ND Q		20	003	20	002	20	2001 2000			19	99
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Directed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			N/A	
Retirement	N/A	N/A	N/A	N/A	N/A			N/A			N/A	
Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of												
Employment	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A		N/A			N/A	
Training	N/A	N/A	N/A	N/A	N/A	N/A		N/A			N/A	
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings Without Hearing												
704(j)(2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A		N/A			N/A	
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A		N/A			N/A	
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			N/A	
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Domoval	NI/A	NI/Λ	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A
Removal	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A	N/A	
Harassment	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Sexual	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A	N/A	
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A	N/A	
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Denied	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Directed	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Retirement	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of												
Employment	N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Training	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings After Hearing												
704(j)(3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Removal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duty Hours	N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Harassment	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Sexual	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A			N/A		N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A		N/A			N/A		N/A
Reassignment	N/A	N/A	N/A	N/A	N/A		N/A			N/A		N/A
Denied	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Directed	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A		N/A	N/A		N/A		N/A
Reinstatement	N/A	N/A	N/A	N/A	N/A		N/A	N/A		N/A		
Retirement	N/A	N/A	N/A	N/A	N/A		N/A			N/A		N/A
Termination	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Terms/Conditions of	1 11/ / 1	14//1	14//1	14//1	14//1	14//1	. 4, , (. 4/ / 1	. 4/ / 1	. 4/ / (. 4/ / 1	, , (
Employment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ŋ/Δ	N/A	N/A
Time and Attendance	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Training	N/A	N/A	N/A	N/A	N/A			N/A	N/A			
Other	N/A	N/A	N/A	N/A	N/A			N/A	N/A			
Other	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IV/A	IV/A	IN/A

29 CFR §1614.704(k)		29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS	2004 END OF 2ND QTR	PREVIOUS FISCAL YEAR								
TEARS OF STATUS	ZNDQIK	2003	2002	2001	2000	1999				
Total complaints from										
previous Fiscal Years										
704(k)(1)	N/A	N/A	N/A	N/A	N/A	N/A				
Total Complainants										
704(k)(2)	N/A	N/A	N/A	N/A	N/A	N/A				
Number complaints pending [as of 9/30]: 704(k)(3)										
Investigation	N/A	N/A	N/A	N/A	N/A	N/A				
ROI issued, pending										
Complainant's action	N/A	N/A	N/A	N/A	N/A	N/A				
Hearing	N/A	N/A	N/A	N/A	N/A	N/A				
Written notice	N/A	N/A	N/A	N/A	N/A	N/A				
Final Agency Action	N/A	N/A	N/A	N/A	N/A	N/A				

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE DATA						
COMPLAINT INVESTIGATIONS	2004 END OF	PREVIOUS FISCAL YEAR						
HAVESTICATIONS	2ND QTR	2003	2002	2001	2000	1999		
Number Pending Completion								
of Investigation	N/A	N/A	N/A	N/A	N/A	N/A		
Pending Investigations								
Beyond Authorized Time								
Frames	N/A	N/A	N/A	N/A	N/A	N/A		

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